

# **A Strategic Plan for the State of Texas To Meet Nursing Workforce Needs of 2013**

Developed by:



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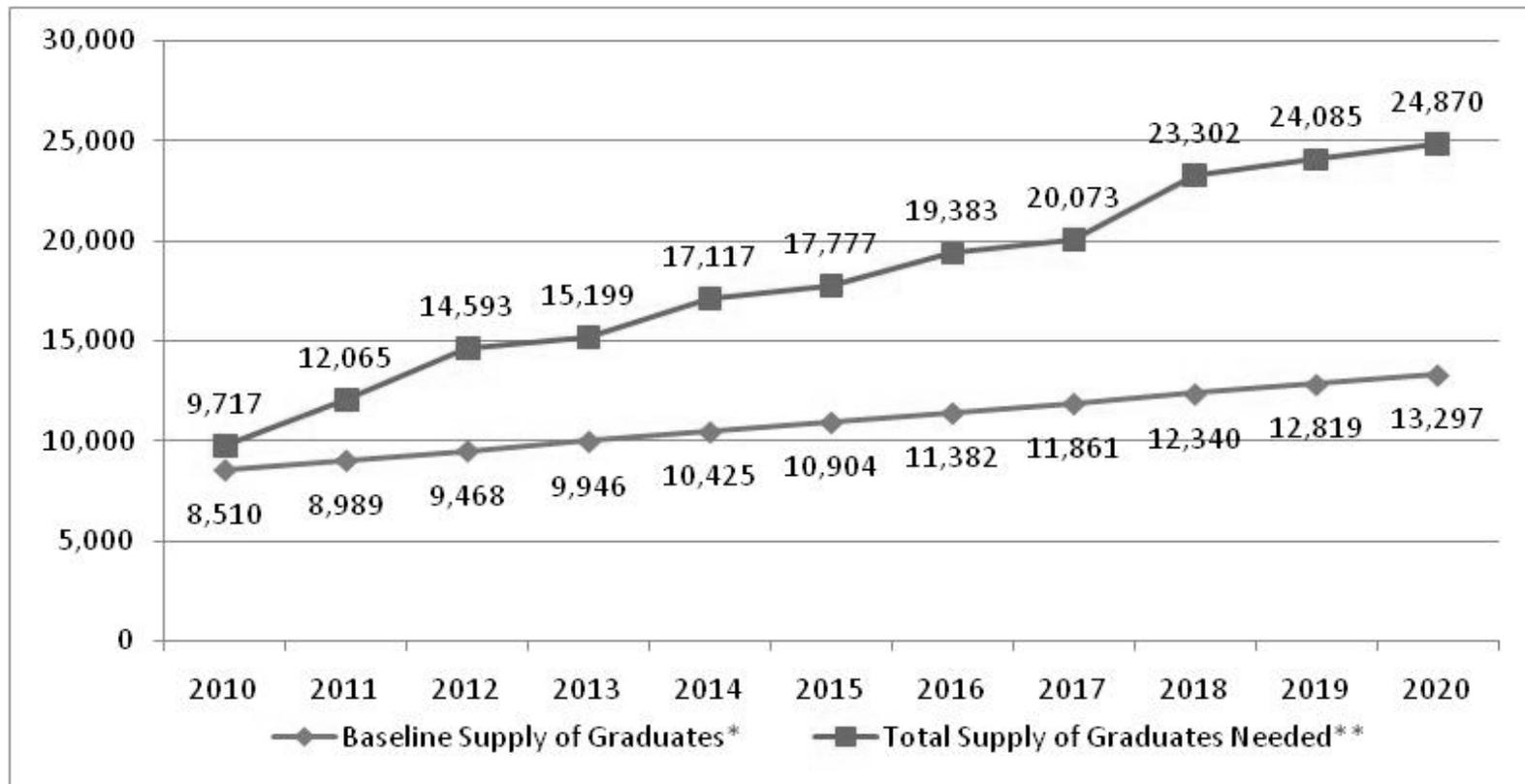
**February 23, 2010**  
**Presentation to 81st Legislature**  
**Senate Committee on Health & Human Services Interim Hearing**

# Texas Team

- Created Spring 2008
- Appointed by Governor in Response to Center to Champion Nursing Call to Action (AARP/RWJ Initiative)
- Ten Member Team - Reps from Nursing Schools, State Agencies, Associations (THA/TNA) & Rep. Donna Howard
- TX already had history of strong collaboration across state
- Nursing (TNA & TX Deans & Directors) and others (THA) working together since 1999 to address shortage



# Challenge: Meeting Demand for Nursing Workforce by 2020

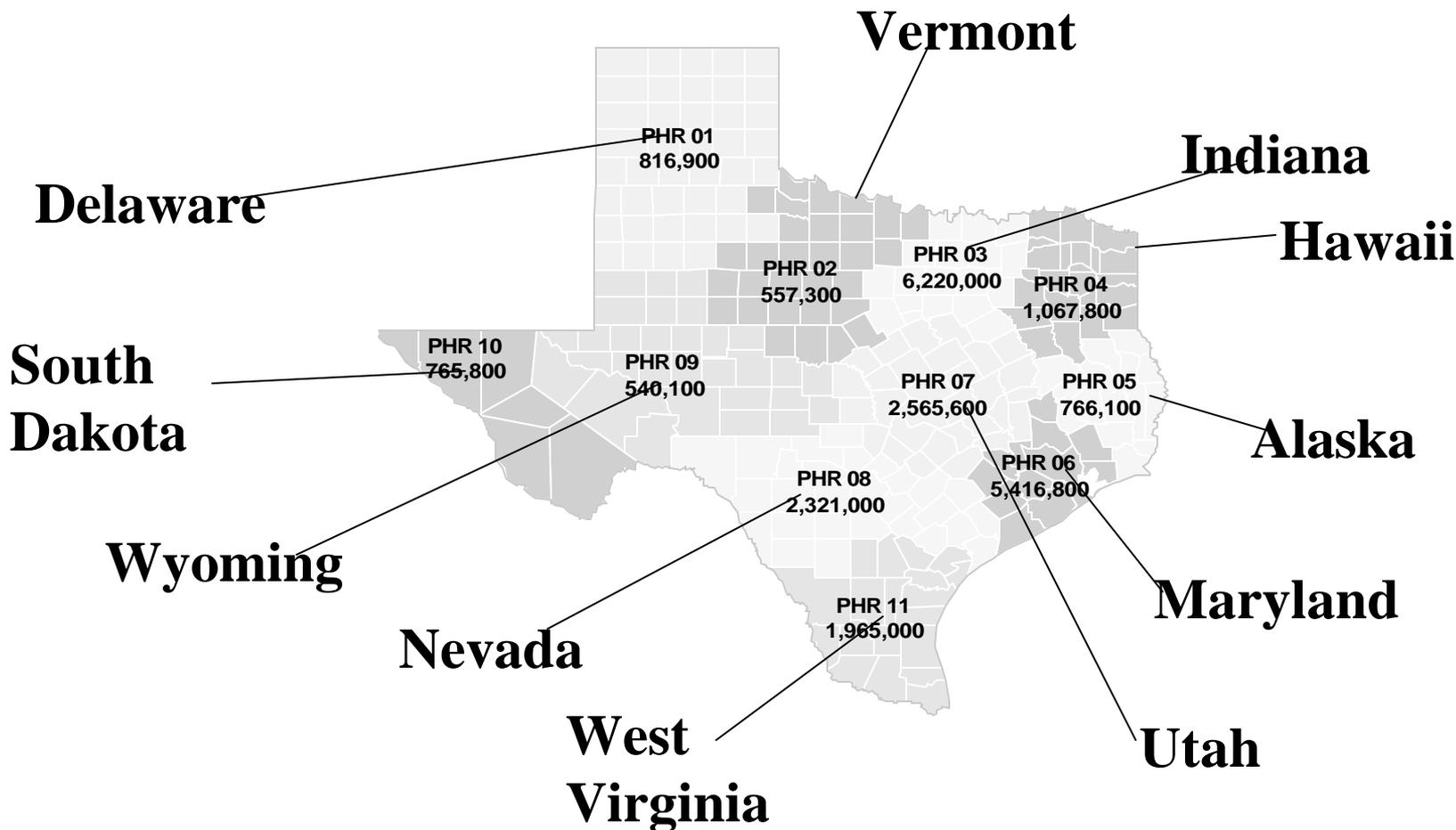


**Sources:** Texas Center for Nursing Workforce Studies and Coordinating Board.

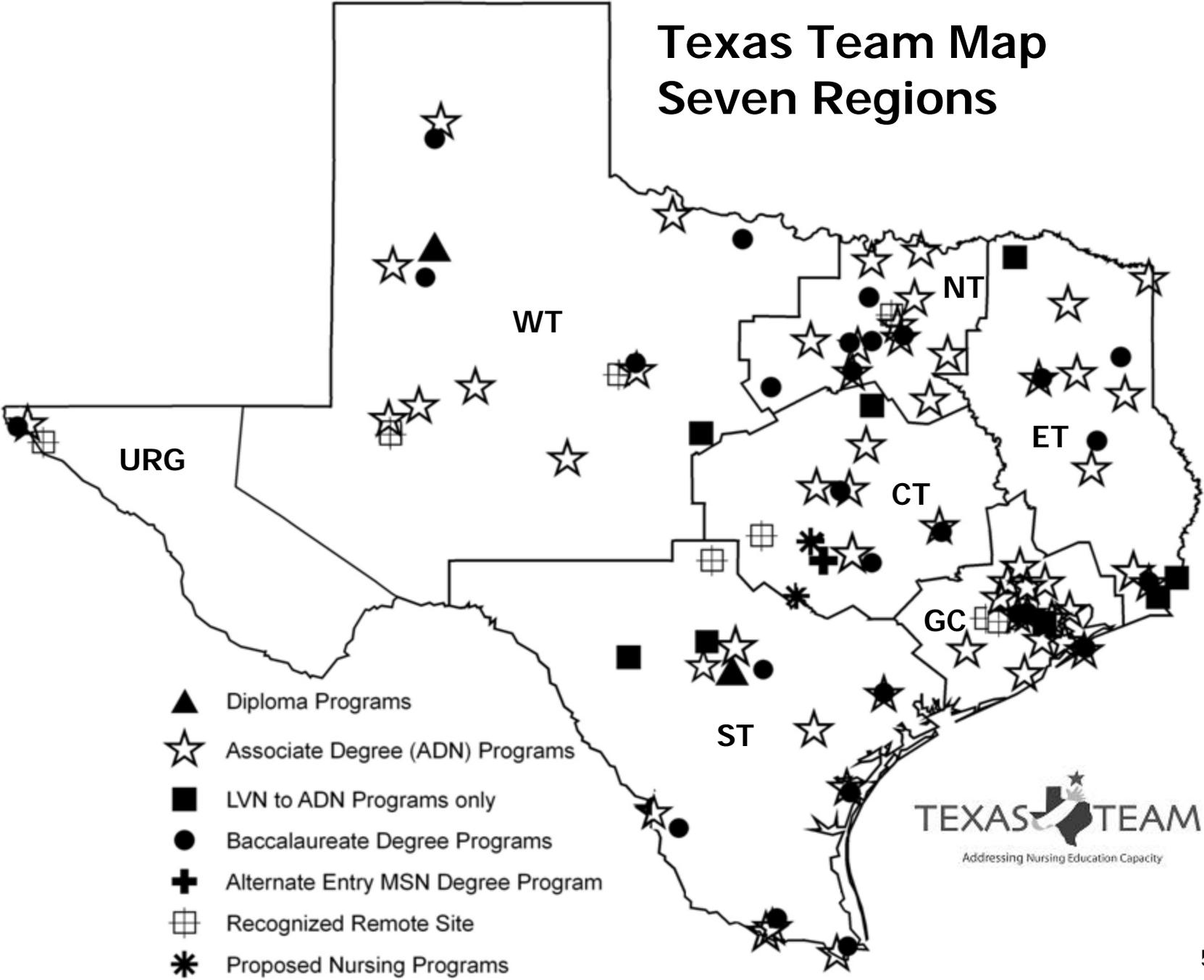
\*Numbers are based on a simple regression formula of actual graduation data reported from 2002 to 2007. Graduation numbers do not include those from programs that have not yet produced graduates.

\*\*U.S. Health Resources and Services Administration, Supply Model.

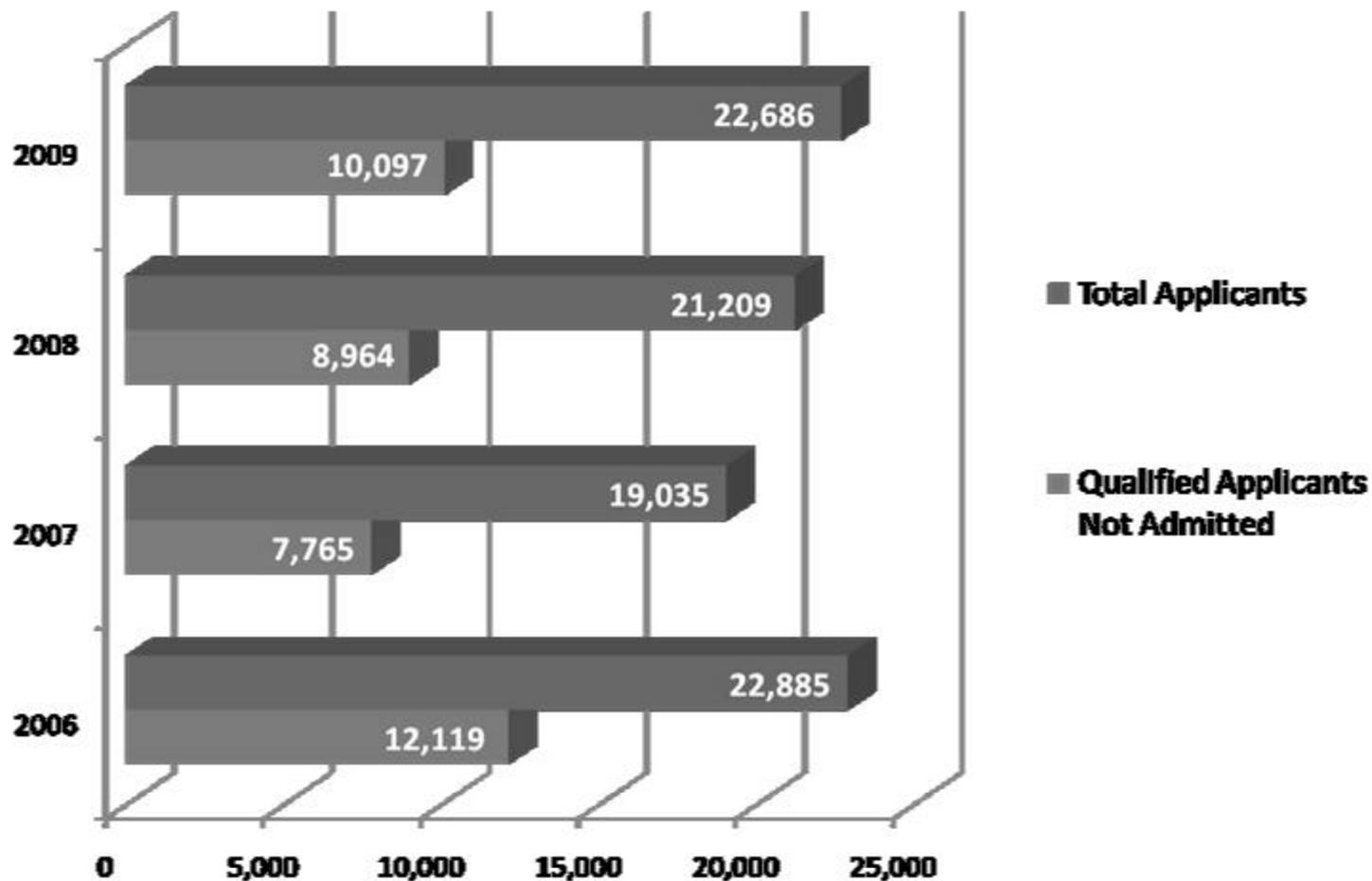
# State's health regions have populations comparable to those of many states



# Texas Team Map Seven Regions



# Insufficient Capacity in Schools



Sources: Texas Center for Nursing Workforce Studies and the Texas Department of State Health Services.



## **Strategic Plan for the State of Texas to Meet Nursing Workforce Needs of 2013**

- Developed Dec. 2008 & endorsed by Texas Deans and Directors & other stakeholders
- Plan updated in 2009 & 2010 (in process)

[http://www.dshs.state.tx.us/chs/  
cnws/default.shtm](http://www.dshs.state.tx.us/chs/cnws/default.shtm)

# Texas Team Strategic Plan: Three Goals

- Goal 1: Support growth & accountability
- Goal 2: Develop regional academic partnerships
- Goal 3: Leverage new partnerships



# Regional Strategies



Programs within regions share:

- Curriculum
- Faculty & faculty development efforts
- Clinical simulation instruction
- Clinical placement & scheduling
- Administrative & academic functions
- Clinical & community resources

# Regional Strategy #1

## Sharing Curriculum/Curriculum Redesign

- The “epicenter” for all regional sharing
- Enhances transfer / pipeline issues
- Sharing of best practices & faculty

Models: Oregon, California, North Carolina

Texas Regional Innovators: 2010 Nursing Innovation Grant Program (NIGP) Competition



# Regional Strategy #2

## Sharing Faculty & Faculty Development

- Minimizes nursing faculty shortage
- Encourages “grow your own”
- Promotes academic specialization

Model: North Carolina

Texas Regional Innovators: North Central , Gulf Coast and East Texas Regions



# Exemplar: Sharing Faculty & Faculty Development

- Central Texas Region – developing 100 faculty specialists in simulation focusing on:
  - Expertise in debriefing facilitation
  - Simulation scenario development
  - Curriculum integration
  - Scheduling
  - Equipment & technology use

Lead Schools: Texas A&M University HSC  
Texas State University  
Blinn College  
Temple College

Funded by: TWC/ARRA Funds



# Exemplar: Sharing Faculty & Faculty Development

- North Texas Region – developing a common web site for Faculty Resource Center:
  - Share faculty with specific expertise
  - Share clinical faculty
  - Will be managed by DFW Hospital Council

Lead Schools: Texas Christian University

University of Texas Arlington

Funded by: TWC/ARRA Funds



# Regional Strategy #3

## Sharing Clinical Simulation Resources

- Reduces equipment costs
- Consolidates faculty & technical curricular expertise
- Reduces number / use of clinical sites

Model: South Carolina

Texas Regional Innovators: Upper Rio Grande,  
Central and Gulf Coast Regions



# Exemplars:

## Sharing Clinical Simulation Resources

- Central Texas
  - Large hospital based CS Center shared by 8 schools
  - Roving “van” for outlying schools/hospitals
  - Funded by Seton HC System & Local Foundations
- Gulf Coast Region
  - Common website to access curricular resources & equipment inventory for 15 schools
  - Funded by TWC/ARRA Funds
- Upper Rio Grande Region
  - 3 hospitals & 3 Nursing Schools (UTEP, EPCC, TTUHSC)
  - Funded by Hospitals & TWC/ARRA Funds



# Regional Strategy #4

## Sharing Clinical Placement & Scheduling

- Maximizes administrative efficiency
- Increases availability of clinical sites
- Strengthens partnerships

Texas Regional Innovators: North, Gulf Coast and Central Texas Regions

# Regional Strategy #5

## Sharing Common Administrative & Academic Functions

- Reduces costs of common functions (applications, admissions, recruiting faculty and students)
- Enhances development of tracking systems

Texas Regional Innovators: East, West and North Texas

# Exemplar:

## Sharing Retention Initiatives

East Texas Region – Common identification of “at risk” students

- Assessment of all students’ reading skills
- Guided intervention with *Rocket Reader*
- Tracking of improvements in reading & retention
- <http://www.nursingstudentsupport.net/>

Regional Leads: University of Texas – Tyler

Stephen F. Austin State University

Funded by: TWC/ARRA Funds

# Exemplar:

## Common Application Portal

West Texas Region – Common application

- All applicants apply via one web portal
- Allows region to assure all applicants admitted
- Transitioned to national model
- <http://nursing.ttuhscc.edu/wtnepp/>

Regional Leads: Texas Tech University Health Sciences  
Center Permian Basin & El Paso Community College

Funded by: THECB NIGP Funds

# Regional Strategy #6

## Develop Clinical and Community Resources and Partnerships

- Expands resources for student financial aid and clinical faculty
- Promotes work-study opportunities
- Builds community support

Texas Regional Innovators: West and North Texas

# Exemplars: Hospitals Providing Support for Enrollment Expansion

## West Texas Region - Abilene

- Hendrick Health Care System – Financial Support, Scholarships & Physical Facilities for TTUHSC Expansion

## Upper Rio Grande Region – El Paso

- University Medical Center Hospital – Financial Support, Scholarships & Physical Facilities for TTUHSC Expansion

# Summary & Questions

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